

Richard K. Hanft
2651 Wicker Avenue
Highland, IN 46322
219/838-4939
RKHANFT@SBCGLOBAL.NET

BAR ADMISSION:

- Supreme Court of the State of Indiana
- United States District Court for the Northern District of Indiana
- United States District Court for the Southern District of Indiana
- United States District Court for the Northern District of Illinois

EDUCATION:

CHICAGO-KENT COLLEGE OF LAW, Illinois Institute of Technology, Chicago, IL

- Juris Doctor, May 2001
- Labor and Employment Law Certificate Program
- Class Rank: Top Third
- Employee Rights and Employment Policy Journal; Student Editorial Board
- Illinois Fraternal Order of Police Labor Council Scholarship Recipient, 2L & 3L
- Labor and Employment Law Society; Treasurer, 2000-01
- Dean's List: Fall 1999, 2000, Spring 2000 and 2001
- Recipient of the CALI "Excellence for the Future Award" (Course Honors) in Arbitration and Collective Bargaining Seminar, Spring 2001 and Negotiations, Spring 2001

INDIANA UNIVERSITY

- Bachelor of Science in Labor Studies, *Magna Cum Laude*
- Cumulative GPA: 3.75/4.0
- Merit Scholar – 1991 and 1992
- Dean's List – 1990, 1991 and 1992

<u>Registered Civil Mediator</u>	Indiana	2003
<u>Registered Domestic Relations Mediator</u>	Indiana	2004
<u>FMCS Panel of Neutral Arbitrators</u>	IN, IL, IA, WI, OH, MI.	2004
<u>American Arbitration Association Labor Panel</u>		2007
<u>Hearing Officer - Illinois State University Civil Service Merit Board</u>		2005
<u>Tenured Teacher Dismissal Hearing Officer, IL State Bd. of Educ.</u>		2005

LEGAL EXPERIENCE:

**CARMELL CHARONE WIDMER MATHEWS
& MOSS, LTD., CHICAGO, IL**

03/2002 – 4/21/04

Associate attorney concentrating in union-side labor law, Taft-Hartley Fund collections and advocacy in arbitration of grievances addressing discharge, discipline and contract interpretation issues.

ILLINOIS EDUCATION ASSOCIATION 9/2000 – 12/2000

Worked as a legal intern primarily assigned to assisting the General Counsel's office in arbitration hearings of labor contract disputes. Participated from initial client interviews through final briefs. Additional legal research and writing on issues relating to discharge and discipline and contract interpretation.

GENERAL COUNSEL'S OFFICE AT ISPAT/INLAND INC. 2/2001 – 5/2001

Worked as a legal intern reviewing and recommending revisions to bring the corporation's Code of Business Conduct in line with recent developments in state and federal law.

PRIOR EMPLOYMENT:

**INTERNATIONAL ASSOCIATION OF BRIDGE, STRUCTURAL, ORNAMENTAL AND REINFORCING
IRONWORKERS,** 1972 – 2007

Held positions of responsibility including Superintendent, General Foreman, Foreman and Union Steward charged with the direct supervision and safety of up to 100 employees. Frequently utilized as jobsite and area-wide Union Steward for major construction, maintenance and renovation projects in Northwest Indiana.

UNION TRUSTEE, 1984 – 1986

Exercised general supervision over all union funds and property. Responsibilities included oversight, examination and approval or rejection of all union expenditures.

EXECUTIVE BOARD MEMBER, 1987 – 1989

Negotiated and administered Collective Bargaining Agreement and collateral specialty agreements. Enforced International Constitution and Local Union By-Laws. Resolved all labor troubles appertaining to the union. Designed, implemented and delivered in-house safety and educational programs for members.

IRONWORKERS' MID-AMERICA PENSION AND TRI-STATE HEALTH AND WELFARE FUNDS

Assistant Administrator, 1988 – 1992

Responsibilities included: Management of receipt and recording of employer contributions, collection of delinquent contributions, liquidated damages and ongoing collections procedures.

Determination of eligibility, processing and payment of eligible medical, dental and optical indemnification claims, calculation and payment of accrued pension benefits, pre-retirement death benefits and life insurance. Monthly, quarterly and annual reporting of the above to government, plan sponsors, professionals and participants.

COMMUNITY ACTIVITIES:

Indiana University Department of Labor Studies – 2001 – 2007 - Developed and taught, one semester per year, credit and union education programs on the legal rights of union stewards, public sector grievance handling, labor law, and arbitration as an adjunct faculty member.

Northwest Indiana Labor Education Advisory Board, Indiana University, 1988 – Present

Chicago-Kent College of Law, Alumnae/i Mentor

Chicago-Kent College of Law, Alumnae/i Scholarship Steering Committee